

## WTVF-TV

### EEO PUBLIC FILE REPORT

April 1, 2008 – March 31, 2009

#### I. VACANCY LIST

See Master Recruitment Source List (MRSL) for the Recruitment Source Data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy <sup>1</sup>	Referral Source Referring Hiree
Associate Producer	1-31	20
Associate Producer	1-31	20
Associate Producer	1-31	31
Associate Producer	1-32	32
Associate Producer	2-8, 10, 12-31, 33	20
Associate Producer	2-8, 10, 12-31, 33	20
Associate Producer	2-8, 10, 12-31, 33	33
Graphics Artist	1-31, 37, 38	14
Internet News Producer	2-8, 10, 12-31, 33, 35, 36, 43	33
Marketing Consultant	1-32, 34, 35	20
Marketing Consultant	1-32, 34, 35	32
Marketing Consultant	1-32, 34, 35	34
Marketing Consultant	11-32, 34, 35	35
News Photographer	1-32, 34, 41, 42	41
News Producer	1-31	20
News Producer	1-32, 35	20
News Producer	2-8, 10, 12-31, 33	33
News Reporter	2-8, 10-31, 35	26
News Reporter	2-8, 10-31, 35	35
News Reporter	1-32	33
Technical Operator	1-31, 33	20
Videotape Editor	2-8, 10, 12-32, 36	20

<sup>1</sup> See Section II concerning for information concerning when sources were entitled to receive vacancy notifications. For all jobs listed on this report, the station notified all sources that were entitled to receive notifications at the time of outreach.

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**II. MASTER RECRUITMENT SOURCE LIST**

<b>RS NUMBER</b>	<b>RECRUITMENT SOURCE INFORMATION</b>	<b>Source Entitled to Vacancy Notification Yes/No</b>	<b>Number of Interviews Referred by RS in 12 mo. Period</b>
<b>1</b>	America's Job Bank - www.americasjobbank.com	N	0
<b>2</b>	Austin Peay University - Career Services PO Box 4745 Clarksville, TN 37044 Debbie Zartner zartnerd@apsu.edu 931-221-7896	Y	1
<b>3</b>	Belmont University Career Placement 1900 Belmont Blvd Nashville, TN 37212 Laura Wheeler careerservices@mail.belmont.edu 615-460-6490	Y	2
<b>4</b>	Clarksville, Montgomery Cty Career Center 350 Pageant Lane, Suite 406 Clarksville, TN 37040 Jerry Wallace jerry.wallace@state.tn.us 931-648-5530	N	0
<b>5</b>	East Tennessee State University Career Services PO Box 70718 Johnson City, TN 37614 <a href="https://etsu-csm.symplicity.com/employers">https://etsu-csm.symplicity.com/employers</a> 423-439-4441	Y	0
<b>6</b>	Fisk University 1000 17th Avenue North Nashville, TN 37208 Echell Eady eeady@fisk.edu 615-329-8631	Y	0
<b>7</b>	High Tech Institute-Career Services 120 Royal Pkwy Nashville, TN 37214 Doug Morris dmorris@hightechschool.com 615-232-3713	Y	0
<b>8</b>	ITT Technical Institute 2845 Elm Hill Pike Nashville, TN 37214-3717 Molly Swatek mswatech@itt-tech.edu 615-889-8700	Y	0

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9	Job Warehouse - <a href="http://www.jobwarehouse.com">www.jobwarehouse.com</a>	N	0
10	KY Assoc for Career & Technical Education PO Box 4583 Frankford, KY 40604 Michael Stone 502-223-1823	N	0
11	Landmark Career Center <a href="http://www.landmarkcommunications.com">www.landmarkcommunications.com</a>	Y (no longer active after Sept 2008)	1
12	Lipscomb University Career Placement Center 2901 Granny White Pike Nashville, TN 37204 Beverly Langford <a href="mailto:beverly.langford@lipscomb.edu">beverly.langford@lipscomb.edu</a> 615-966-1792	Y	0
13	Middle TN Career Center 621 Mainstream Drive, Suite 210 Nashville, TN 37228 Frank Hayes <a href="mailto:frank.hayes@nashville.gov">frank.hayes@nashville.gov</a> 615-253-8920	Y	0
14	Middle TN State University Career Services POBox 2 Murfreesboro, TN 37132 Karen Austin <a href="mailto:kaustin@mtsu.edu">kaustin@mtsu.edu</a> 615-898-2500	Y	1
15	Murray State University Career Service Center 218 Ordway Hall Murray, KY 42071 Career Services 270-809-3735	N	0
16	NAACP-Nashville Chapter 1308 Jefferson St Nashville, TN 37208 Sonnye Dixon 615-329-0999	Y	0
17	Nashville State Community College Career Employment Center 120 White Bridge Rd Nashville, TN 37209 Lisa Fletcher <a href="mailto:ejobs@nscc.edu">ejobs@nscc.edu</a> 615-353-3248	Y	0

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<b>18</b>	NATAS - Nat'l Academy of Arts & Sciences 27 Music Square East Nashville, TN 37203 www.emmyonline.org 615-259-0040	N	0
<b>19</b>	National College of Business & Technology 3748 Nolensville Pike Nashville, TN 37211 Sharonda Campbell scampbell@ncbt.edu 615-333-3344	Y	0
<b>20</b>	NewsChannel 5 Network Website - <a href="http://www.newschannel5.com">www.newschannel5.com</a> (Station Website)	Y	37
<b>21</b>	Sewanee University of the South Career Services 735 University Avenue Sewanee, TN 37383 Hilda Vanghan careers@sewanee.edu 931-598-1121	Y	0
<b>22</b>	South Central Career Center 119 Nashville Highway, Suite 106 Columbia, TN 38401 Judy Vick / Sheryl Jordan 931-490-3792 / 931-490-3810	Y	0
<b>23</b>	TN State University Career Center 3500 John Merritt Blvd. Nashville, TN 37209 Phyllis Turner pturner@tnstate.edu 615-963-5981	Y	0
<b>24</b>	Tennessee Tech University Director of Career Service PO Box 5021 Cookeville, TN 38505 Career@tntech.edu (931) 372-3232	N	0
<b>25</b>	Trevecca Nazarene University Career & Counseling Center 333 Murfreesboro Rd Nashville, TN 37210 Ronie McPeak rmcpeak@trevecca.edu 615-248-1237	Y	0

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<b>26</b>	TV Jobs.com <a href="http://www.tvjobs.com">www.tvjobs.com</a> P.O. Box 4116 Oceanside, CA 92052 Mark Holloway 800-374-0119	N	3
<b>27</b>	University of Tennessee-Knoxville 333 Communications Building Knoxville, TN 37996-0333 Chandra Eskridge/Barbara Moore 865-974-4291	N	0
<b>28</b>	University of TN-Martin Dept of Communication 215 Boling University Center Martin, TN 38238 Rodney Freed 731-587-7532	N	0
<b>29</b>	Urban League of Middle TN 2250 Metro Center Blvd Nashville, TN 37228 Juliet Mason <a href="mailto:jmason@urbanleagueofmidtn.org">jmason@urbanleagueofmidtn.org</a> 615-254-0525 x10	Y	0
<b>30</b>	Volunteer State Community College 1480 Nashville Pike Gallatin, TN 37066 Mel Timberlake <a href="mailto:mel.timberlake@volstate.edu">mel.timberlake@volstate.edu</a> 615-452-8600 x2218	Y	0
<b>31</b>	Western Kentucky University Career Services Center #1 Big Red Way Bowling Green, KY 42101 <a href="https://wku-csm.symplicity.com/employers">https://wku-csm.symplicity.com/employers</a> 270-745-3095	N	1
<b>32</b>	Employee Referral	N	13
<b>33</b>	Internal Posting / Candidate	N	4
<b>34</b>	Non-Employee Referral	N	2
<b>35</b>	Walk-In / Self Referral	N	4
<b>36</b>	CSB School of Broadcasting 25 Century Blvd, Suite 103 Nashville, TN 37214 Campus Coordinator 615-884-0299	Y (from late Jan. 2009 through late Feb. 2009)	0
<b>37</b>	Careerbuilder – <a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>	N	1

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<b>38</b>	MySpace – www.MySpace.com	N	1
<b>39</b>	Medialine – www.Medialine.com	N	0
<b>40</b>	Marketing Ideanet 602 Communications 4349 E. Colter Street Phoenix, AZ 85018 Graeme Newell (602) 954-8373	N	0
<b>41</b>	B-Roll (Television News Photography) 243 17th Street SE Washington, DC 20003 Kevin Johnson 202-486-8842	N	2
<b>42</b>	National Press Photographers Association Elon University Campus Box 2850 Elon, NC 27244 Randy Piland 336-278-5232	N	3
<b>43</b>	Indeed.com (Job Posting Aggregator)	N	1
<b>44</b>	LostRemote.com	N	0
<b>TOTAL INTERVIEWEES OVER 12- MONTH PERIOD:</b>			<b>76</b>

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#### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	In January of 2009, a Director and Assistant News Director participated in a job fair at the Tennessee Association of Broadcasters Convention in Murfreesboro.
2	Participate in job fair	In October of 2008, a Producer and a Director participated in a career fair at Middle Tennessee State University.
3	Participate in job fair / Event or program sponsored by community group interested in broadcast employment issues	In July of 2008, the Assistant News Director critiqued resume tapes from journalists as part of the Unity 2008 career fair. The conference was sponsored by the National Association of Black Journalists, the Asian American Journalists Association, the National Association of Hispanic Journalists and the Native American Journalists Association.
4	Event or program sponsored by community group interested in broadcast employment issues	In July of 2008, the Assistant News Director and Anchor/Leader of station's Diversity Team attended the Unity Journalists Convention. They participated in workshops and offered mentoring and advice to job candidates assigned to them by the National Association of Broadcasters.
5	Event or program sponsored by community group interested in broadcast employment issues	In January of 2009, a weather anchor spoke to the Bedford County NAACP about weather and careers in broadcasting.
6	Event or program sponsored by community group interested in broadcast employment issues	In January of 2009, a weather anchor spoke to the Springfield NAACP about being a minority in the broadcasting business and careers in broadcasting.
7	Internship programs	NewsChannel 5 has an ongoing internship program in which approximately 30 students participated between April 1, 2008 and March 31, 2009. Internship programs are active in the following departments: News, Talk of the Town, Creative Services, and NewsChannel 5+. Interns receive hands-on training in a variety of skills, including operating a studio camera, writing for broadcast, timing newscasts, using broadcasting equipment, and effective story-telling.
8	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	In August of 2008, three managers attended leadership training hosted by the Tennessee Association of Broadcasters. The training focused on developing personal maxims for successful leadership.
9	Management EEO training	In August of 2008, three managers attended diversity training hosted by the Tennessee Association of Broadcasters. The training focused on two issues: how diversity in the workforce can reduce costs and improve profits, and developing a successful plan for recruiting and retaining minority candidates.
10	Event sponsored by educational institution relating to broadcasting and broadcasting careers	In January 2009 through March 2009, the General Manager served as the primary instructor for a broadcasting seminar at David Lipscomb University. The course taught students the fundamentals of the broadcasting business, including advice for pursuing careers in broadcasting.

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
11	Event sponsored by educational institution relating to broadcasting and broadcasting careers	In April of 2008, the Creative Services Director taught broadcasting students at the Executives in Residence program at Middle Tennessee State University.